

VOTING UNIT- For Certain Employees of- Tito Contractors, Inc.

EMPLOYEES ELIGIBLE TO VOTE: All employees employed by the Employer during the biweekly payroll period ending November 30, 2013.

EMPLOYEES NOT ELIGIBLE TO VOTE: All project managers, recycling supervisors, clerical employees, managerial employees, professional employees, guards, and supervisors as defined by the Act.

DATE, TIME, AND PLACE OF ELECTION

At 4:45 p.m. on **Friday, February 28, 2014**, ballots will be mailed to eligible voters from the National Labor Relations Board, Region Five, Baltimore Regional Office, Bank of America Center, Tower II, 100 South Charles Street, Suite 600, Baltimore, MD 21201. Voters must sign the outside of the envelope in which the ballot is returned. Any ballot received in an envelope that is not signed will be automatically void.

Those employees who believe that they are eligible to vote and did not receive a ballot in the mail by **Friday, March 7, 2014**, should communicate immediately with the National Labor Relations Board by calling the Baltimore Regional Office collect at (410)962-2219. Spanish-speaking only employees should call the Baltimore Regional Office collect at (410)962-2970.

All mail ballots will be comingled and counted at the Baltimore Regional Office on **Friday, March 14, 2014, at 4:00 p.m.** In order to be valid and counted, the returned ballots must be received in the Baltimore Regional Office prior to the counting of the ballots.



UNITED STATES OF AMERICA
National Labor Relations Board
05-RC-117169

ESTADOS UNIDOS DE AMERICA
Junta Nacional de Relaciones del Trabajo
05-RC-117169



OFFICIAL SECRET BALLOT
For certain employees of
TITO CONTRACTORS, INC.

BOLETA SECRETA OFICIAL
PARA CIERTOS EMPLEADOS DE
TITO CONTRACTORS, INC.

Do you wish to be represented for purposes of collective bargaining by
INTERNATIONAL UNION OF PAINTERS AND ALLIED TRADES, DISTRICT COUNCIL
51, AFL-CIO?

¿DESEA USTED SER REPRESENTADO, PARA FINES DE NEGOCIACIÓN COLECTIVA, POR
INTERNATIONAL UNION OF PAINTERS AND ALLIED TRADES,
DISTRICT COUNCIL 51, AFL-CIO?

MARK AN "X" IN THE SQUARE OF YOUR CHOICE
MAQUE CON UNA "X" EN EL CUADRO DE SU ELECCION

YES
SI

☐

NO
NO

☐

DO NOT SIGN THIS BALLOT. See enclosed instructions.

The National Labor Relations Board does not endorse any choice in this election. Any markings that you may see on any sample ballot have not been put there by the National Labor Relations Board.

NO FIRMA ESTA BOLETA. Vea las instrucciones que se adjuntan.
La Junta Nacional de Relaciones del Trabajo no respalda a ninguna de las opciones en esta elección. Cualquier marca que se pueda ver en cualquier muestra de la boleta no fue hecha por la Junta Nacional de Relaciones del Trabajo.